

**EAST COVENTRY TOWNSHIP  
BOARD OF SUPERVISORS**

**CHESTER COUNTY, COMMONWEALTH OF PENNSYLVANIA**

**RESOLUTION NO. 2013-28**

A RESOLUTION OF EAST COVENTRY TOWNSHIP, CHESTER COUNTY IN THE COMMONWEALTH OF PENNSYLVANIA ESTABLISHING THE PAY AND CLASSIFICATION PLAN OF THE TOWNSHIP FOR THE FISCAL YEAR 2014.

**WHEREAS**, East Coventry Township established a uniform Pay and Classification Plan for non-uniformed employees and the Chief of Police by Resolution 2007-41; and

**WHEREAS**, the Board of Supervisors of East Coventry Township desires to establish the pay and classification of the non-uniformed employees and the Chief of Police for the year 2014 utilizing the Pay and Classification Plan adopted in 2007, and

**WHEREAS**, the Pay and Classification Plan adopted in 2007 has been adjusted for the year 2014.

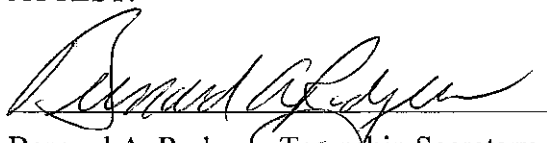
**NOW THEREFORE BE IT RESOLVED AND ENACTED** by the Board of Supervisors of East Coventry Township, Chester County, Pennsylvania that the attached Pay and Classification Plan for 2014 is hereby established and that the grade/step placement of employees on their anniversary dates in 2014 will be as shown, as well as their base pay for the year per the attachments.

**ADOPTED** as a Resolution of the Board of Supervisors of East Coventry Township, Chester County, Commonwealth of Pennsylvania this 9<sup>th</sup> day of December, 2013.

BOARD OF SUPERVISORS OF  
EAST COVENTRY TOWNSHIP  
Chester County, Pennsylvania

  
\_\_\_\_\_  
Ray Kolb, Chair

ATTEST:

  
\_\_\_\_\_  
Bernard A. Rodgers, Township Secretary

East Coventry Township  
Pay Classification Plan  
2014

(Based on Fulltime @ 2,080 hours - 2.5%)

Pay Grade	Step 1 (0 - 6 mths)	Step 2 (6 mths - 1 yr)	Step 3 (1 yr - 2 yrs)	Step 4 2 yrs - 3 yrs)	Step 5 (3 yrs - 4 yrs)	Step 6 (4 yrs - 5 yrs)	Step 7 (5 yrs - 6 yrs)
<b>PUBLIC SAFETY</b>							
Chief of Police	17 38.68 88,716.04	43.08 89,603.22	44.16 91,843.28	45.70 95,057.80	47.30 98,384.81	48.96 101,828.28	50.67 105,392.27
Administrative Assistant - Police	10 19.60 44,969.27	21.84 45,418.98	22.38 46,554.43	23.17 48,183.86	23.98 49,870.29	24.82 51,615.74	25.68 53,422.29
<b>ADMINISTRATION</b>							
Township Manager	18 45.48 94,588.90	45.93 95,534.78	47.05 97,871.90	48.73 101,350.46	50.43 104,897.72	52.20 108,569.15	54.02 112,369.08
Administrative Assistant to Manager	10 21.62 44,969.27	21.84 45,418.98	22.38 46,554.43	23.17 48,183.86	23.98 49,870.29	24.82 51,615.74	25.68 53,422.29
Finance Assistant/Accountant	13 27.27 56,714.98	27.54 57,282.13	28.23 58,714.18	29.22 60,769.20	30.24 62,896.10	31.30 65,097.47	32.39 67,375.87
<b>PUBLIC WORKS</b>							
Public Works Director	16 33.39 69,443.49	33.72 70,137.93	34.56 71,891.37	35.77 74,407.58	37.02 77,011.72	38.32 79,707.26	39.66 82,496.99
Public Works Operator/Mechanic (John)	12 25.50 53,047.44	25.76 53,577.92	26.40 54,917.37	27.33 56,839.48	28.28 58,828.85	29.27 60,887.86	30.30 63,018.95
Public Works Operator (Mark)	11 25.18 52,376.27	25.43 52,900.02	26.07 54,222.53	26.98 56,120.31	27.93 58,084.52	28.90 60,117.47	29.91 62,221.60
Public Works Operator (Rob)	11 25.18 52,376.27	25.43 52,900.02	26.07 54,222.53	26.98 56,120.31	27.93 58,084.52	28.90 60,117.47	29.91 62,221.60
Part Time Laborer							15.00
Part Time CLD Driver							24.19

2014 - 2.5% Increase

Chief of Police	Step	Step Base		Pro Rated By Anniversary Date
1/1/13-1/16/13	7	105,392.27	50.67	4,632.63
1/17/13-12/31/13	7	105,392.27	50.67	100,759.64
				<u>105,392.27</u>
<b>Admin Ass't. - Police</b>				
1/1/13-9/30/13	7	53,422.29	25.68	40,066.72
10/1/13-12/31/13	7	53,422.29	25.68	13,355.57
				<u>53,422.29</u>
<b>Township Manager</b>				
1/1/13-8/26/13	7	112,369.08	54.02	73,472.09
8/27/13-12/31/13	7	112,369.08	54.02	38,896.99
				<u>112,369.08</u>
<b>Finance Ass't./Acct.</b>				
1/1/13-8/22/13	7	67,375.87	32.39	43,127.96
8/23/13-12/31/13	7	67,375.87	32.39	24,247.91
				<u>67,375.87</u>
<b>Admin. Ass't.-Admin.</b>				
1/1/13-6/3/13	7	53,422.29	25.68	22,601.74
6/4/13-12/31/13	7	53,422.59	25.68	30,820.73
				<u>53,422.46</u>
<b>Public Works Director</b>				
1/1/13-8/31/13	7	82,496.99	39.66	55,073.54
9/1/13-12/31/13	7	82,496.99	39.66	27,423.45
				<u>82,496.99</u>
<b>Operator/Mechanic John</b>				
1/1/13-7/4/13	7	63,018.95	30.30	31,855.73
7/5/13-12/31/13	7	63,018.95	30.30	31,163.22
				<u>63,018.95</u>
<b>Operator/Foreman Mark</b>				
1/1/13-4/27/13	7	62,221.60	29.91	19,999.80
4/28/13-12/31/13	7	62,221.60	29.91	42,221.80
				<u>62,221.60</u>
<b>Operator/Mechanic Rob</b>				
1/1/13-3/4/13	3	54222.53	26.07	9,358.96
3/5/13-12/31/13	4	56120.31	26.98	46,433.79
				<u>55,792.75</u>